

ABSTRACT

Human resources are the main actors who are very important as the driving force for the running of an organization. Assessing the quality of human resources can be measured by employee performance. Because organizational success is determined by employee performance. This study aims to examine and analyze the effect of Islamic work motivation and organizational commitment on the performance of sharia pawnshop employees at Regional Office IX Jakarta.

*The population in this study were permanent employees of the Sharia Pawnshop Regional Office IX Jakarta. Samples were taken as many as 90 respondents. The data collection method used in this study was a questionnaire and data testing using the SPSS program. The data analysis used includes validity test, reliability test, classical assumption test, multiple linear regression analysis, statistic *t* and *f* test, and coefficient of determination.*

The results of the analysis show that Islamic work motivation, and organizational commitment have a positive and significant effect on the performance of sharia pawnshop employees at Regional Office IX Jakarta simultaneously or partially. The coefficient of determination shows that employee performance at Regional Office IX Jakarta is influenced by Islamic work motivation, and organizational commitment is 53.1%. And the remaining 46.9% is explained by other variables outside of this study.

Keywords: Islamic Work Motivation, Organizational Commitment, and Employee Performance.